



STATE OF CONNECTICUT

CONNECTICUT SITING COUNCIL

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AFFIRMATIVE ACTION POLICY STATEMENT

The Connecticut Siting Council (CSC) is an affirmative action employer and is committed to implementing policies and procedures that promote equal employment opportunity. Affirmative Action and Equal Employment Opportunity have been established as immediate and imperative agency objectives. The purpose of affirmative action is to achieve equal employment opportunity in all aspects of the employment process.

Definitions

- "Affirmative Action" is a program of positive action, undertaken with conviction and effort, to overcome the present effects of past practices, policies or barriers to equal employment opportunity and to achieve the full and fair representation of women, Blacks, and Hispanics and any other groups found historically to be underutilized in the workforce or affected by policies and practices having an adverse impact.
- "Equal Employment Opportunity" is the employment of individuals without consideration of race, color, religious creed, age, sex, sexual orientation, gender identity, marital status, national origin, ancestry, mental retardation, genetic information, learning disability, physical disability (including, but not limited to, blindness) mental disability (past/present history thereof) or criminal record, unless the provisions of §46a-80(c) of the Connecticut General Statutes is controlling or there is a bona fide occupational qualification excluding persons in one of the above protected groups. Equal Employment Opportunity is the purpose and goal of Affirmative Action under §46a-68-31 through 46a-68-74 of the Regulations of Connecticut State Agencies.

CSC' Affirmative Action Objectives

The CSC is committed to the tenets and principles of affirmative action and will take the necessary steps to ensure that its policies, practices and procedures are consistent with State and Federal non-discrimination laws. We recognize the difficulties experienced by women, minorities, older persons and people with disabilities and will take affirmative recruitment measures to ensure their full participation in the employment process and in the provision of our services and programs. Affirmative measures will be taken to create a workforce that reflects the diversity of the people we serve.

As stated by the U.S. Supreme Court, discrimination not only refers to situations in which intended discrimination has occurred, but also includes practices, criteria, and procedures which appear neutral but have a discriminatory effect on classes of individuals protected against employment discrimination. Accordingly, the CSC pledges to periodically review its policies and procedures to identify and eliminate any barriers to the full representation of members of protected groups in its workforce as compared to their availability in the labor market.



A list of all federal and state constitutional provisions, laws, regulations, guidelines, and executive orders that prohibit or outlaw discrimination is attached to this policy. Accordingly, no person or facility of this Agency shall be used in the furtherance of any discriminatory practice, nor shall we become a party to any agreement, arrangement, contract or plan which has the effect of sanctioning discriminatory practices. All education and training programs and all employment practices conducted by, sponsored by, or with the approval of, the Agency shall be open to all qualified persons.

This policy will be posted on the Agency's Policy Bulletin Board and will be distributed once a year to staff.

Complaints alleging violation of this policy must be filed with the DEEP Affirmative Action within 30 days of the alleged violation and/or with the Commission on Human Rights and Opportunities (CHRO) within 180 days of the alleged discriminatory action. Complaints filed with CHRO must be submitted to the office which serves the town where the alleged discriminatory action took place. A list of the CHRO offices is attached.

This policy also protects employees and applicants from retaliation for filing and/or participating in the investigation of a complaint alleging discrimination. All employees are expected to cooperate fully with all administrative complaint investigations and any actions taken by the CSC as a result of such investigations.

As Executive Director of the Connecticut Siting Council (CSC), I readily assume the ultimate responsibility for ensuring that affirmative action objectives are adhered to by staff. The success of our affirmative action objectives depends on the complete cooperation of all administrative and supervisory staff. Therefore, I ask that each share in this responsibility and act accordingly.

I recognize that objectives without effort are meaningless and that effort undirected by specific procedures prevents achievement. I personally pledge my support and commitment to Affirmative Action. I ask each employee to review this policy and be familiar with it. More importantly, each employee is expected to commit him/herself to its ideals and objectives as I have done.

Any employee found to be in violation of this policy will be subject to appropriate disciplinary action up to and including termination.

Linda Roberts

Linda Roberts, Executive Director

2-20-2012

Date

Connecticut Siting Council

Rev. 2/12/mb